

BEFORE THE
ILLINOIS COMMERCE COMMISSION

Docket No. 02-0864

REBUTTAL TESTIMONY OF RONALD E. KASTNER
ON BEHALF OF
INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS
LOCAL 21

IBEW Local 21 Exhibit 1.0

January 20, 2004

IBEW Local 21
Kastner
3/15/04
02-0864
1.0
Cue

1 **I. INTRODUCTION AND QUALIFICATIONS**

2 **Q. PLEASE STATE YOUR NAME AND ADDRESS.**

3 A. My name is Ronald E. Kastner. My business address is 1307 Butterfield Road,
4 Suite 422, Downers Grove, IL 60515.

5 **Q. BY WHOM ARE YOU EMPLOYED?**

6 A. I am employed full-time as the President-Business Manager of the International
7 Brotherhood of Electrical Workers ("IBEW") Local 21.

8 **Q. PLEASE DESCRIBE THE IBEW.**

9 A. IBEW is a labor organization representing about 780,000 workers nationally.
10 Local 21 is the largest Telecommunications Local in the IBEW. IBEW represents
11 almost all of SBC Illinois' non-management employees, totaling approximately
12 12,500 workers. CWA represents approximately 2,000 IL workers. IBEW Local
13 21 is a statewide local that represents workers at SBC Illinois, AT&T, Comcast,
14 and other companies. I submit this testimony on behalf of the IBEW Local 21.

15 **Q. WHAT IS YOUR PRIOR WORK EXPERIENCE?**

16 A. I began my career at Illinois Bell in 1968 as an installer. I was promoted to repair
17 sometime in 1978. I began my career in the Union in 1974 as a Shop Steward. I
18 became an Area Steward in 1978, Chief Steward in 1979 and full time Business
19 Representative in 1990. After serving as Vice-President of Local 336, I was
20 elected President-Business Manager & Financial Secretary in Local 21, the
21 position I currently hold. Since 1999, I have been the President-Business
22 Manager and Financial Secretary for Local 21 and the Chief Negotiator for the
23 IBEW/SBC contract.

1 **II. PURPOSE**

2 **Q. WHAT IS THE PURPOSE OF YOUR TESTIMONY?**

3 A. The purpose of my testimony is to explain the collectively bargained wages,
4 benefits, and working conditions that IBEW has negotiated with SBC Illinois are
5 reasonable and consistent with the market. My testimony addresses the proposal
6 of Mr. Flappan on behalf of AT&T to reduce the level of benefits included in the
7 labor rates used in SBC Illinois' cost studies for UNEs.

8 **III. LABOR RATES**

9 **Q. WHAT DETERMINES THE LABOR RATES FOR NON-MANAGEMENT**
10 **EMPLOYEES AT SBC ILLINOIS?**

11 A. The collective bargaining agreement between IBEW and SBC Illinois sets the
12 legally binding wages, benefits, and working conditions for the 12,000 plus non-
13 management employees at SBC Illinois represented by IBEW. As I noted earlier,
14 IBEW represents almost all of the non-management employees at SBC Illinois.
15 SBC Illinois also hires non-management employees who are represented by the
16 CWA, primarily operator assistance employees covered by a collective bargaining
17 agreement negotiated between the CWA and SBC. The CWA contract is
18 negotiated on a regional basis, and covers more than 27,000 CWA-represented
19 employees in the five SBC-Midwest states of Indiana, Illinois, Ohio, Michigan,
20 and Wisconsin. The IBEW contract is negotiated locally in Illinois by Local 21.
21 It currently expires on June 26, 2004.

22 **Q. ARE THE LABOR RATES USED IN SBC ILLINOIS' COST STUDIES**
23 **APPROPRIATE?**

1 A. Yes. As I understand it, the labor rates are used in SBC Illinois' cost studies are
2 derived from the company's collective bargaining agreement with the IBEW.
3 Therefore, it represents the most accurate data available on the actual labor costs
4 associated with building, operating, and maintaining SBC Illinois'
5 telecommunications network.

6 **Q. WHAT IS YOUR UNDERSTANDING OF THE METHODOLOGY USED**
7 **BY AT&T TO DETERMINE ITS PROPOSED UNE LABOR RATES?**

8 A. As I understand it, AT&T is recommending that the Commission reduce the
9 contract labor costs based on U.S. Department of Labor Bureau of Labor Statistics
10 ("BLS") data.

11 **Q. IN YOUR OPINION, IS USE OF BLS DATA APPROPRIATE?**

12 A. No. Since the wages and benefits that SBC Illinois will provide to its non-
13 management employees are spelled out in its existing labor contracts and since
14 SBC Illinois cannot abrogate those contracts, I do not believe that there is any
15 reasonable basis for an adjustment based on national BLS data. Like any union,
16 IBEW is vigilant in ensuring that SBC Illinois lives up to the terms of its
17 collective bargaining agreements. Any reductions in those benefit levels would
18 not be representative of the either the current or future costs that SBC Illinois will
19 incur to employ skilled telecommunications workers in Illinois.
20 Furthermore, as I understand the BLS data, they are based on a variety of
21 industries and companies operating all over the country. In view of the fact that
22 AT&T contends that this data shows that SBC Illinois' benefit levels are high
23 relative to other companies in the data base, I conclude that that the BLS data

1 must not be representative of companies similar to SBC Illinois, i.e. in terms of
2 size, customer base, geographic area, workforce, unionization, and cost-of-living.
3 According to Mr. Flappan's testimony, the companies in the BLS data base
4 include telephone companies, wireless carriers, cable companies, radio and
5 television broadcasters, and others (Flappan, 16). Thus, the BLS data would not
6 provide accurate data on the labor costs necessary to build, maintain, and operate
7 a telecommunications network, much less the network built, maintained, and
8 operated by SBC Illinois' employees.

9 **Q. PLEASE EXPLAIN THE MAJOR ADJUSTMENTS THAT AT&T MAKES**
10 **TO SBC ILLINOIS' NON-MANAGEMENT LABOR RATES.**

11 A. AT&T makes significant and erroneous downward adjustments to SBC's labor
12 rates in the following areas that I address in my testimony: 1) the cost of
13 collectively-bargained employee benefits; 2) negotiated wage increases; 3) and
14 the calculation of non-productive work hours (break time – see page 13 of
15 Flappan).

16 **Q. IS AT&T'S PROPOSED ADJUSTMENT CONSISTENT WITH THEIR**
17 **OWN LABOR PRACTICES?**

18 A. No. AT&T is well aware of the benefits and wages required to attract and retain
19 personnel qualified to build, maintain, and operate a telecommunications network
20 in Illinois. IBEW has negotiated an employee benefits package with AT&T that
21 is very similar to the employee benefit package that IBEW has negotiated with
22 SBC Illinois that covers approximately 800 its IBEW employees nationwide.

1 **Q. PLEASE EXPLAIN BRIEFLY THE MEDICAL BENEFITS THAT IBEW**
2 **HAS NEGOTIATED WITH SBC ILLINOIS AND AT&T.**

3 A. IBEW has negotiated fully-paid and comprehensive medical, dental, and vision
4 benefits for non-management active employees and their families and fully-paid,
5 comprehensive medical and dental benefits for non-management retirees and their
6 families at both SBC Illinois and AT&T. By "fully-paid", I mean that employees
7 and retirees pay no premiums for the coverage provided to them and their
8 dependents.

9 **Q. PLEASE EXPLAIN BRIEFLY THE RETIREMENT BENEFITS THAT**
10 **IBEW HAS NEGOTIATED WITH SBC ILLINOIS AND AT&T.**

11 A. IBEW has negotiated defined benefit pension benefits that provide 35 to 40
12 percent wage replacement value when an employee retires with 30 years service.
13 IBEW has negotiated a similar pension plan with AT&T. IBEW has also
14 negotiated a 401(k) savings plan with an 80 percent employer match at SBC and
15 66.6 percent employer match at AT&T. Although the SBC Illinois 401(k) match
16 is slightly higher than the AT&T match, IBEW recently-negotiated a contract
17 extension with AT&T that includes a 5 percent pension boost. In my view, the
18 retirement benefits are comparable in the two companies.

19 **Q. PLEASE DESCRIBE OTHER EMPLOYEE BENEFITS THAT IBEW HAS**
20 **NEGOTIATED AT SBC ILLINOIS AND AT&T.**

21 A. Among other items, IBEW has negotiated similar life insurance, long-term
22 disability, sick pay benefits, vacations, and holidays with both SBC Illinois and
23 AT&T. While the time devoted to job training has declined in recent years, both

1 SBC Illinois and AT&T continue to provide new entrant and on-the-job training
2 in order to maintain a skilled, career-oriented workforce. IBEW has also
3 negotiated tuition reimbursement plans that reimburse up to \$3,500 at SBC
4 Illinois and up to \$1,650 at AT&T so that employees can further their education.
5 Finally, IBEW has negotiated relocation expenses, as well as severance benefits
6 that pay up to 104 weeks of termination payments at SBC Illinois and up to 104
7 weeks wage replacement at AT&T. The total packages at both companies are
8 comparable.

9 **Q. PLEASE DESCRIBE THE PREMIUM OVERTIME THAT IBEW HAS**
10 **NEGOTIATED AT SBC ILLINOIS AND AT&T.**

11 A. IBEW has negotiated premium overtime pay at two times the hourly wage rate
12 for hours worked in a calendar week that exceed 48 hours at AT&T and 49 hours
13 at SBC Illinois. IBEW Local 21 negotiated in its agreements with AT&T and
14 SBC Illinois one and one-half times the hourly wage rate for the hours worked
15 between 40 and 48/49. In addition, both the AT&T and SBC Illinois contracts
16 provide overtime pay for work on holidays, Sundays, shift differentials, and other
17 times. In certain circumstances, the SBC Illinois agreement provides for three
18 times the hourly wage rate on holidays.

19 **Q. IS IT YOUR OPINION THAT THESE BENEFIT PACKAGES ARE**
20 **CONSISTENT WITH THE MARKETPLACE FOR COMPANIES**
21 **COMPARABLE TO SBC ILLINOIS?**

22 A. Yes. These benefit packages are the result of intense negotiations between both
23 SBC Illinois and AT&T. In fact, they represent the end product of 50 plus years

1 of collective bargaining between these companies. Both IBEW and the
2 companies take the negotiation process very seriously, since much is at stake for
3 both parties. IBEW's goal is to ensure that its members are fairly compensated
4 for the value of their skills and their contribution to the business. Based on my
5 experience, the companies' goal is to manage their wage and benefit expenses in
6 light of the needs of the business, market conditions and their overall obligation to
7 their shareholders. It is well understood by both sides that wage, salary and
8 benefit expense is a significant component of the corporations' overall cost
9 structures. As a result, wage and benefit issues are always hard fought. Neither
10 party will agree to a wage and benefit package that it believes is out of line with
11 the market. Therefore, the wages and benefits contained in these agreements can
12 and should be considered reasonable.

13 **Q. TO THE BEST OF YOUR KNOWLEDGE, HOW DO THESE EMPLOYEE**
14 **BENEFITS COMPARE TO EMPLOYEE BENEFITS AT OTHER**
15 **COMMUNICATIONS COMPANIES?**

16 **A.** To the best of my knowledge, although these employee benefits are comparable to
17 those of similarly sized and situated companies, they are more complete than
18 those offered by smaller, non-union companies. While I am not an economist, I
19 have reviewed a copy of the U.S. Department of Labor Bureau of Labor
20 Statistics' "National Compensation Survey: Employee Benefits in Private
21 Industry in the United States, 2000", released in January of 2003 (Attachment
22 IBEW-1). According to the BLS survey (Table 98 on page 83), in the year 2000,
23 only 19 percent of workers had employer-provided defined benefit retirement

1 benefits, only 52 percent had any employer-provided health care benefits (much
2 less comprehensive, fully-paid benefits for families and retirees), only 29 percent
3 had employer-provided dental benefits, only 17 percent had employer-provided
4 vision care, only 54 percent had employer-provided life insurance, and only 26
5 percent had employer-provided long-term disability insurance. The BLS data also
6 shows (Table 99 on page 84) that, in the year 2000, only 38 percent of workers
7 had employer-provided work-related education assistance, only 9 percent had
8 employer-provided non-work related education assistance, and only 20 percent
9 had employer-provided severance pay. Obviously, there are a lot of companies
10 that are not at all comparable to SBC Illinois or AT&T and any benefit analyses
11 that include them are simply not meaningful. I do not know how the subgroup of
12 companies in the data used by Mr. Flappan lines up with these overall statistics,
13 but it would logically include a substantial number.

14 I can also use the data in the BLS employee benefit survey to compare employee
15 benefits provided at unionized firms, such as AT&T and SBC, with those
16 provided by non-union companies, as well as data in a fact book published by the
17 Bureau of National Affairs in Washington, D.C. entitled "Union Membership and
18 Earnings: Data Book" ("BNA Report") to determine the level of union
19 representation in the communications industry (Attachment IBEW-2). The data
20 in the BNA report was compiled by Barry T. Hirsch of the Department of
21 Economics of Trinity University and David A. Macpherson of the Department of
22 Economics of Florida State University based on data from the U.S. Department of
23 the Census 2002 Current Population Survey. According to the BLS employee

1 benefits survey, union workers are much more likely to have employer-provided
2 employee benefits (Attachment IBEW-1). Table 98 on page 83 shows that union
3 workers are five times more likely to have a defined benefit pension plan (69 to
4 14 percent), more likely to have employer-provided medical coverage (75 percent
5 compared to 49 percent), twice as likely to have employer-provided dental care
6 (53 percent compared to 27 percent), almost three times as likely to have
7 employer-provided vision care (41 percent compared to 15 percent), and more
8 likely to have life insurance (82 percent compared to 51 percent). Table 99 on
9 page 84 shows that union workers are almost twice as likely to have severance
10 benefits (31 percent compared to 19 percent).

11 According to Table 7a on page 51 of the BNA Report, only 21 percent of
12 employees in the "communications and public utilities industry" are covered by a
13 union contract. Thus, even the BLS data for the communications industry does
14 not provide a meaningful comparison.

15 **Q. AT&T HAS ALSO REMOVED FROM SBC ILLINOIS' COST STUDIES**
16 **THE 2004 NEGOTIATED WAGE INCREASE IN THE IBEW AND SBC**
17 **ILLINOIS COLLECTIVE BARGAINING AGREEMENT. IS THIS**
18 **APPROPRIATE?**

19 A. No. In the IBEW AND SBC ILLINOIS agreement effective through June 26,
20 2004, IBEW negotiated wage increases that became effective over the term of the
21 contract. As I understand it, SBC Illinois has included these wage increases in the
22 calculation of its UNE labor rates. This upward adjustment is necessary to reflect
23 the actual labor rates that SBC Illinois is legally obligated to incur.

1 **Q. PLEASE EXPLAIN THE HOURS OF WORK AND RELATED BREAK**
2 **TIME ADJUSTMENT AND EXPLAIN HOW AT&T ERRONEOUSLY**
3 **ADJUSTS FOR NON-PRODUCTIVE TIME.**

4 A. A standard day tour for a technician is 8.0 hours, with two 15-minute breaks. In
5 calculating labor costs, this translates into 7.5 hours worked, with .5 hours (8.0
6 hours minus 0.5 hours for break time) of paid "non-productive" time. SBC
7 Illinois has taken this contractual obligation into account in its calculation of labor
8 rates. Although AT&T claims that break time is a symptom of a non-competitive
9 company, AT&T's work practices with the CWA and IBEW are similar.

10 **Q. PLEASE SUMMARIZE YOUR VIEW OF AT&T'S ADJUSTMENTS TO**
11 **SBC ILLINOIS' UNE LABOR RATES.**

12 A. Mr. Flappan's downward adjustment to SBC Illinois' labor costs on the basis of
13 BLS data that are largely irrelevant in determining the reasonableness of the
14 Company's current and future labor costs should be rejected.

15 **Q. WHAT WOULD BE THE IMPACT IF THE COMMISSION WERE TO**
16 **ADOPT AT&T'S PROPOSED LABOR RATES FOR UNE PRICES?**

17 A. If the Commission elects to adopt AT&T's proposal, it would communicate to
18 SBC Illinois' 12,500 IBEW employees in Illinois that the Commission does not
19 value what they do. These are people who have built careers providing quality
20 service to SBC Illinois' customers. These are the people whom SBC Illinois and
21 this Commission depend on to respond to service emergencies—regardless of the
22 hour or weather or working conditions—so that Illinois consumers and businesses
23 can remain connected to the world. These are the people who are installing the

1 facilities needed to keep the telecommunications infrastructure in Illinois up-to-
2 date and provide the advanced services customers are increasingly demanding.
3 SBC Illinois' non-management employees are reasonably compensated, both in
4 terms of wages and benefits, and the Commission should not send the negative
5 signal recommended by AT&T.

6
7 **Q. WHAT IS YOUR CONCLUSION?**

8 A. The Commission should reject the labor cost data used in AT&T's cost studies
9 and models, and all proposals based on that data. Rather, the Commission should
10 adopt SBC Illinois' actual labor costs as the basis for setting UNE rates.

National Compensation Survey: Employee Benefits in Private Industry in the United States, 2000



U.S. Department of Labor
Elaine L. Chao, Secretary

Bureau of Labor Statistics
Kathleen P. Utgoff, Commissioner

January 2003

Bulletin 2555

Table 98. Percent of workers participating in selected benefits, by worker and establishment characteristics, private industry, National Compensation Survey,¹ 2000

Characteristics	Retirement benefits			Health care benefits		
	All	Defined benefit	Defined contribution	Medical care	Dental care	Vision care
Total	48	19	36	52	29	17
Worker characteristics:²						
Professional, technical, and related employees ³	66	27	53	64	42	24
Clerical and sales employees ³	50	18	40	50	30	17
Blue-collar and service employees ³	39	17	27	47	24	15
Full time	55	22	42	61	35	21
Part time	18	6	12	13	6	4
Union	83	69	38	75	53	41
Nonunion	44	14	36	49	27	15
Establishment characteristics:						
Goods-producing	57	-	44	-	33	20
Service-producing	45	18	33	48	28	17
1-99 workers	33	8	27	43	19	10
100 workers or more	65	33	46	61	41	26

Characteristics	Survivor benefits			Disability benefits	
	Life insurance	Accidental death and dismemberment	Survivor income benefits	Short-term disability	Long-term disability
Total	54	41	2	34	26
Worker characteristics:²					
Professional, technical, and related employees ³	76	58	3	50	51
Clerical and sales employees ³	52	39	2	32	27
Blue-collar and service employees ³	47	36	2	28	14
Full time	65	50	2	39	31
Part time	11	8	1	12	4
Union	82	66	6	69	28
Nonunion	51	39	2	30	25
Establishment characteristics:					
Goods-producing	69	58	3	45	31
Service-producing	50	36	2	30	24
1-99 workers	37	24	2	22	13
100 workers or more	75	62	3	47	40

¹ The survey covers all 50 States and the District of Columbia. Collection was conducted between February and December 2000. The average reference period was July 2000.

² Employees are classified as working either a full-time or part-time schedule based on the definition used by each establishment. Union workers are those whose wages are determined through collective bargaining.

³ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See the Technical Note for more information.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

Table 99. Percent of workers with access to selected benefits, by worker and establishment characteristics, private industry, National Compensation Survey,¹ 2000

Characteristics	Paid vacations	Paid holidays	Employer assistance for child care				Adoption assistance	Long-term care insurance	Flexible work place
			Total ²	Employer provided funds	On-site child care	Off-site child care			
Total	80	77	4	2	2	1	5	7	5
Worker characteristics:³									
Professional, technical, and related employees ⁴	88	85	11	4	6	3	12	14	12
Clerical and sales employees ⁴	80	80	5	3	1	2	5	7	4
Blue-collar and service employees ⁴	77	73	2	1	1	(⁵)	2	4	1
Full time	91	87	5	2	2	1	6	8	5
Part time	39	39	3	1	1	1	2	2	2
Union	93	89	8	6	2	(⁵)	5	15	3
Nonunion	79	76	4	2	2	1	5	6	5
Establishment characteristics:									
Goods-producing	89	89	2	1	(⁵)	(⁵)	6	5	4
Service-producing	78	74	5	2	3	1	4	8	5
1-99 workers	73	70	1	(⁵)	(⁵)	1	1	5	2
100 workers or more	89	86	9	4	4	2	9	10	7

Characteristics	Non-wage cash payments			Subsidized commuting	Education assistance		Travel accident insurance	Health promotion benefits	
	Nonproduction bonuses	Supplemental unemployment benefits	Severance pay		Work related	Non-work related		Wellness programs	Fitness centers
Total	48	1	20	3	38	9	15	18	9
Worker characteristics:³									
Professional, technical, and related employees ⁴	52	1	35	6	62	19	30	35	19
Clerical and sales employees ⁴	48	1	24	3	37	8	15	17	10
Blue-collar and service employees ⁴	46	1	12	2	28	6	9	11	4
Full time	51	1	23	3	44	11	17	21	10
Part time	36	(⁵)	10	1	15	3	9	7	5
Union	38	8	31	2	57	18	23	38	11
Nonunion	49	(⁵)	19	3	36	8	14	16	9
Establishment characteristics:									
Goods-producing	51	4	21	1	45	14	19	19	10
Service-producing	47	(⁵)	20	4	36	8	14	17	9
1-99 workers	49	(⁵)	11	2	26	3	5	6	4
100 workers or more	46	2	32	5	52	17	28	31	16

¹ The survey covers all 50 States and the District of Columbia. Collection was conducted between February and December 2000. The average reference period was July 2000.

² The total may be less than the sum of individual items because some employees were receiving more than one type of employer assistance for child care.

³ Employees are classified as working either a full-time or part-time schedule based on the definition used by each establishment. Union workers are those

whose wages are determined through collective bargaining.

⁴ A classification system including about 480 individual occupations is used to cover all workers in the civilian economy. See the Technical Note for more information.

⁵ Less than 0.5 percent.

NOTE: Because of rounding, sums of individual items may not equal totals. Where applicable, dash indicates no employees in this category or data do not meet publication criteria.

Union Membership and Earnings Data Book:

Compilations from the Current Population Survey
(2003 Edition)

Barry T. Hirsch
Department of Economics
Trinity University
and
David A. Macpherson
Department of Economics
Florida State University

Table 7a (continued): Union Membership, Density, Employment, and Earnings by Industry, 2002

	Sample	Emp	Mem	%Mem	%Cov	Earn	Wage	%Pub	%Non-Profit	%PT	%Fem	Schl	%Coll	Age	%Blk	%Oth
Warehousing and storage	284	208.1	21.0	10.1	10.5	548	13.42	1	0	9	25	12.3	12	38	20	3
U.S. Postal Service	1,396	873.7	614.9	70.4	75.0	737	17.76	100	0	7	38	13.2	14	45	24	6
Water transportation	269	189.0	50.8	26.9	28.3	871	18.90	9	1	11	23	13.1	23	39	12	6
Air transportation	1,197	815.0	305.7	37.5	39.4	849	21.90	6	1	17	38	13.8	32	41	15	7
Pipe lines, exc. natural gas	30	10.1	a	11.0	11.0	1230	27.90	0	1	0	5	14.1	50	38	0	3
Services incidental to transportation	485	319.2	24.3	7.6	7.9	732	17.73	8	1	14	61	13.7	32	42	12	9
COMMUNICATIONS & PUBLIC UTILITIES	2,786	1,901.5	380.1	20.0	21.2	934	21.65	1	2	6	41	14.0	34	38	14	6
Radio and television broadcasting and cable	743	475.4	46.1	9.7	11.1	878	20.43	1	5	11	36	14.2	41	37	13	4
Telephone communications	1,997	1,395.9	331.6	23.8	25.0	950	22.01	0	1	4	43	14.0	32	38	15	6
Telegraph and misc. communications services	46	30.2	a	8.2	8.2	1080	24.24	0	0	8	29	14.3	42	39	2	14
UTILITIES & SANITARY SERVICES	2,265	1,442.7	423.4	29.3	31.9	887	20.67	31	3	3	22	13.3	22	43	12	3
Electric light and power	1,005	614.0	175.0	28.5	30.6	1017	23.42	13	5	3	24	13.7	28	44	11	2
Gas and steam supply systems	212	118.4	31.5	26.6	28.1	818	19.46	6	1	3	24	13.4	21	42	7	3
Electric and gas, and other combinations	158	120.1	55.6	46.3	47.7	1001	23.15	17	1	1	28	13.8	31	44	18	4
Water supply and irrigation	381	256.0	70.4	27.5	31.3	709	17.27	75	3	4	25	12.9	13	43	12	3
Sanitary services	503	329.9	89.8	27.2	30.3	757	17.54	44	0	6	15	12.7	15	42	15	3
Not specified utilities	6	4.3	a	27.5	27.5	1679	37.37	17	0	0	0	13.7	18	44	0	18
WHOLESALE TRADE	6,726	4,455.2	219.2	4.9	5.3	781	18.02	0	0	9	31	13.2	26	40	8	4
Motor vehicles and equipment	322	225.6	a	4.0	4.2	627	15.32	0	1	17	25	12.8	17	41	6	4
Furniture and home furnishings	131	91.4	a	4.3	4.3	801	18.58	0	1	8	36	13.1	26	42	8	6
Lumber and construction materials	254	175.3	a	2.6	2.6	680	15.64	0	0	7	20	12.9	21	39	10	3
Sporting, toys, hobbies, professional equip. & supplies	605	423.4	a	2.2	2.5	1054	23.70	0	0	5	35	14.2	44	40	7	4
Metals and minerals, exc. petroleum	113	75.4	a	8.7	8.9	797	19.45	0	0	4	19	13.3	23	41	8	2
Electrical goods	372	256.3	a	1.0	1.0	869	19.79	0	0	4	34	13.7	28	41	10	3
Hardware, plumbing and heating supplies	410	271.4	14.4	5.3	5.6	803	18.51	0	0	7	23	13.2	18	41	4	1
Machinery, equipment, and supplies	852	522.5	12.3	2.4	2.8	830	19.20	0	0	9	25	13.5	26	42	4	3
Scrap and waste materials	205	137.6	a	7.4	10.0	592	14.09	7	2	7	18	11.7	5	41	7	0
Miscellaneous wholesale, durable goods	178	120.5	a	4.2	4.2	741	17.09	0	0	11	46	13.6	32	39	6	12
Paper and paper products	210	145.8	a	4.1	5.1	857	20.13	0	0	13	41	13.5	32	42	14	2
Drugs, chemicals, and allied products	368	271.2	10.5	3.9	3.9	967	22.14	0	1	7	44	14.4	52	39	12	4
Apparel, fabrics, and notions	146	100.4	a	2.7	2.7	722	16.33	0	1	6	55	12.9	26	39	13	11
Groceries and related products	1,363	906.6	94.6	10.4	11.1	673	15.28	0	0	9	27	12.5	16	39	11	4

Table 7a continued, see table endnotes